

775 04-4895

SEP 1964

MEMORANDUM FOR: Deputy Director of Central Intelligence

SUBJECT : Review of Cases of Employees Returned from Overseas
Short of Completion of Tour

REFERENCES : (a) Memo fr DDCI to DD/S and DD/P dtd 8 Jul 64, subj:
Inspector General's Survey of Office of Personnel
(b) [] Overseas Candidate Review Panel

1. This memorandum contains a summary of action taken in response to your memorandum of 8 July 1964 (Reference a) and is for your information.

2. In your memorandum of 8 July you referred to Recommendations 6 and 13 of the Inspector General's Survey Report of the Office of Personnel. I am in general agreement with these recommendations and I have taken the following action for their implementation.

3. In the case of staff employees and staff agents involving non-completion of overseas tours due to reasons of misconduct and other adverse factors, the Overseas Candidate Review Panel, authorized by [] has for the past several years been conducting after-the-fact reviews in selected cases. Adoption of the Survey Report recommendations referred to in your memorandum calls for an intensification and further formalization of these activities, plus an extension of these procedures to non-staff personnel categories through the instrumentality of the Agent Panel of the Clandestine Services Career Service Board. While the latter involves special considerations and procedures which are currently being developed, I have directed the Director of Personnel and the heads of the other support offices participating in the Overseas Candidate Review Panel to assure that the Panel reviews all cases of staff employees and staff agents who fail to complete their tours due to adverse factors such as misconduct, inability to adjust, etc., with a view to ascertaining whether there were shortcomings in Agency procedures or deficiencies in the selection of the individuals for overseas assignment, and what corrective action, if any, might be taken to avoid similar cases in the future. (Attachment 1) I have also requested that the other Deputies cooperate in this matter by assuring that all relevant cases are reported to the Office of Personnel in order that the Panel will be in a position to make the necessary reviews (Attachment 2).

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4. After evaluating a case of the type referred to, the Overseas Candidate Review Panel will provide a report thereon to the Director of Personnel. The Director of Personnel will review the findings of the Panel, assuring that the particular case has been or is being appropriately resolved and that, if warranted, the Panel's findings are brought to the attention of the operating official, head of career service, or Deputy Director concerned.

5. I trust that the actions we are taking will serve to implement the recommendations of the Inspector General in this particular regard, and am hopeful that the incidence of early returnee cases will thereby be reduced in the future.

R. L. Zimmerman
Acting Deputy Director
for Support

Attachments (2)

Distribution:

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Originator:

A. [Redacted] Director of Personnel

25X1 OP/SAS/[Redacted] sac (8 September 1964)

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2004/08/25: 6

ROOM NO.	BUILDING
7D-49	HQ

REMARKS:

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ROOM NO.	BUILDING	EXTENSION
7D-26	HQ	

FORM NO. 241
1 FEB 55

REPLACES FORM 36-8
WHICH MAY BE USED.

☆ GPO : 1957-O-439445 (47)

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9 September 1964

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GIB



~~Package~~ Package from Acting DDS on Rec. 6&13 of Personnel Survey, FYL.

O/ExDir is forwarding to us this package plus ~~DD/P~~ DD/P comments on these recommendations. We should receive today or tomorrow for IG comments.

*rec'd + to
JSC
9 Sep 64*

DD/S comments on remaining recommendations are ~~due~~ expected shortly, per 9 Sep 64

ATTN: 7 L 49 - Personnel Survey

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ER 64-6186
DDS to DDI
of 8 Sep 64.

(DDS 64-4795)

DDS comments
re # 6+13.

345: We have reviewed the
DDS memorandum of 8 September
and we believe that the action he has
has taken is consistent with the
original recommendations of the
IG Survey of the Office of Personnel.

We note, however, that the
DDS proposals of 8 September
are not altogether consistent
with the DDP proposals of 4
September and we suggest that
the two offices be asked to
resolve the minor contradictions
to provide for the modifications
outlined in paragraphs 3 and 4
of the DDP 4 September memo-
randum.

JSE

18 Sep 64